SYDNEY STEEL CORPORATION

Between The Rails

ANNUAL EDITION

JANUARY, NINETEEN HUNDRED NINETY-ONE

PRESIDENT'S MESSAGE

Fellow Steelworkers:

The year 1990 has passed quickly - with it will always be memories of long hours and frustration intertwined with small victories. We stand, in the early days of the new year, with a realization that while we are plotted on the road to success, we will only achieve that goal with increases in productivity and yield.

1990 had many positive notes - a record breaking performance in December in the universal mill has renewed our enthusiasm and the first half of January has continued these positive performances in the steel shop and universal mill. The rail finishing mill appears ready to handle increased tonnage from the universal mill. All of these efforts, of course, would not be possible if not for the support of our service areas - these employees, from mechanical shops to purchasing, deserve to be recognized for their contribution. Marketing horizons have been expanded and the RBO process has strengthened union-management relationships by focusing our energies on working jointly to achieve our common objective.

The next twelve months will prove that we can compete in cost and quality in the international market. The road will not be easy and your personal commitment to excellence is our only hope to success.

J.A. Strasser
President

NEWSLETTER COMMITTEE

Have you ever wondered why Sydney Steel bothers to put out a newsletter month after month? Why does the company bother to finance the cost and have the Security Department responsible for its distribution? Why does a small group of volunteers give of their free time talking to workers, taking pictures of workers and covering the company's social events?

Well it doesn't take a genius to figure out why this is so important! In order for Sydney Steel to become a vital, viable industry it takes more than **equipment**, more than financing, it takes a workforce willing for it to become viable. A newsletter in some way could be the start of this movement.

We who work in the newsletter "Between the Rails" believe that by promoting a sense of unity throughout the plant, by encouraging better communication between departments and by bringing out in our workers a sense of pride in their product and their industry that ultimately a positive attitude will follow, thus promoting growth of Sydney Steel.

The time has come for the workers of Sydney Steel, each and every one, to realize that we are ultimately responsible for the success or failure of this industry. Each one must realize that we can no longer blame politicians for manipulating our industry. We now have an opportunity to be a part of the success of this plant. We can only do this by working together as a solid, dependable and united workforce. "Between the Rails" hopes to be a small part of this success by reporting each month the concerns and the achievements and the events in the lives of the workforce.

We spend a large percentage of our lives working at Sydney Steel. Like it or not the time spent at work becomes an important aspect of living. We often find ourselves socializing with those we work with. This sense of community we create is vital for the growth of our industry. If we as a newsletter can help in publicizing these social events and in doing so bring the workforce together, we feel we are helping with this growth.

No longer are we an industry where one department exists without the help of another. We've moved into an era where the success of one department is dependent on the success of another. Therefore communication is necessary for any and all departments to succeed. Here again a newsletter that informs the workforce of what's happening between the sections of the plant will create a better understanding and cooperation between departments.

Those involved in this newsletter are not naive enough to believe that "Between the Rails" is going to accomplish all we've set out to do. In some way we hope to bring the gossip out of the lunch room and put fact into a forum for the worker. Here we have a chance to unite, to communicate and to show pride in an industry and a product used the world over. It's up to you. Use the newsletter and it will survive, ignore it and you will lose an opportunity to be a voice in your survival. It really is up to us this time round.

RETIREES IN 1990

JANUARY

Check No. 4804 - Albert Andrews
4782 - Moses Crane
6646 - Oswald Herbert
2852 - Lorne MacIntyre
2870 - Raymond Ryan
2174 - Paul Rutledge
2860 - Chester Siepierski
2145 - Michael Drohan
2908 - Sam Hardy
2880 - Robert MacPherson
1514 - Roy Munroe
272 - Vince Muise
1225 - Ross O'Handley
1377 - Ernie Oake
237 - Ralph Ward
1361 - Stanley MacPhail
4728 - Ralph Dalesandro
6008 - Harold Christie
2934 - Bruce Gallagher
5176 - Edward Medora
2857 - James Postlewaite
2802 - Carl Saunders
1347 - Charles Black
Salary - Russell Carroll
Salary - Patrick Davis
Salary - Evelyn MacDonald
Salary - John MacArthur
Salary - Earl Burns
Salary - Gar Ross
Salary - Gerald Davis
Salary - John Miles
Salary - Earl Mollons

FEBRUARY

Check No. 5668 - Daniel F. MacNeil

MARCH

Check No. 1644 - Mike Cipak

APRIL None

MAY

Check No. 1391 - Ches Warren
Salary - Lloyd Evely
Check No. 2213 - Theodore Jakubiak
4816 - Francis Curry
4726 - Carmen Kokocki
2015 - Raymond Boutilier
1499 - Barbara Anderson

JUNE

Check No. 6094 - Sid Walsh
6071 - Melvin Gouthro

JULY

Salary - Bill Penney
Salary - Ray Martheleur
Check No. 5136 - Thomas Curran

AUGUST

Check No. 6037 - Roderick MacLeod

SEPTEMBER

Check No. 3803 - Clyde Hoban

OCTOBER

Check No. 9147 - John Collette
5275 - Dennis Leon

NOVEMBER

Check No. 230 - Owen Craig

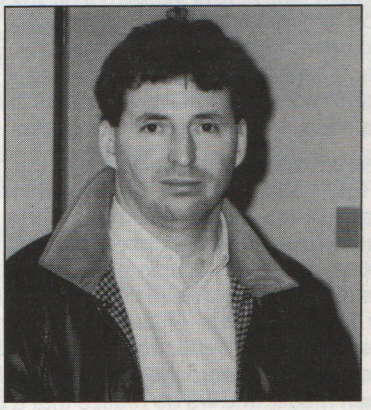
DECEMBER

Salary - Leo Jessome

SYSCO'S NEWEST EMPLOYEES

Calvin Pottle "officially" started working for Sydney Steel (Universal Mill) on December 3, 1990 although he was often on site as a Materials Inspector and Senior Quality Assurance Representative with Canadian National Railways - Technical Research Division from June, 1963 to November, 1990. Calvin was born in Sydney and graduated from the Sydney Academy. He worked for the Dominion Steel and Coal Corporation from 1953-1963 in the Heavy Mills, Metallurgical and Industrial Relations Department. Calvin is married to the former Mary MacDonald, Trenton, N.S. Calvin and Mary have five daughters. His interests include sports, especially golf and photography. Calvin can be seen almost every weekend in the Mira area with his faithful companion "MacDuff" (West Highland White Terrier).

Ken Overman also joined Sydney Steel Corporation in November. Ken was born in South Shields, England and emigrated to Canada and specifically Sault Ste. Marie, with his parents as a young boy. Following his formal education Ken commenced his career with Algoma Steel in 1964 as Roll Designer in the Roll Department for 9 years. From there he moved into Operations Management of the Rail and Structural Mills for the next 11 years. In 1984 Algoma started a new Operations Technology Department where Ken was involved as General Supervisor until he resigned to join Sydney Steel Corporation. Ken has been married to Gaele for 22 years and they have two daughters, Jane 19 years and Audrey 15 years. Ken enjoys golf, sailing, basketball and the odd game of tennis.



Stephen (Steve or Mac) MacDonald joined Sydney Steel Corporation in November. He was born and raised in Sault Ste. Marie, Ontario - the eldest of six children - three sisters and twin brothers. Steve was involved in Rolling Mill Operations of Algoma Steel Corporation for 18 years - background in Roll Shops, Roll Design and Hot Mill Operations. He is the third generation of family associated with the Rail Mill - (Grandfather and father both retired as Rollturners). Steve is married to Roseanne Laura who has worked in the financial services industry for over 17 years and is an avid novice golfer. Steve and Roseanne have two daughters Kelly Victoria and Meghan Laura. Kelly is 19 and is currently attending Algoma University College while Meghan is 6 years old and is attending school in Sydney River. Steve and Roseanne recently purchased a home in the Sydney River area and the family will be relocating to Sydney after the new year. Steve's hobbies include: windsurfing, sailing, skiing, camping and hiking.

In Touch

LOCAL 6537 U.S.W.A.

1990 has been another year of uncertainty and concern for members of our Local.

Changes in the predicted number of employees in our Local, the long delay in achieving forecasted (or guaranteed) production figures and concern over the erosion of clerical work, has caused our membership a great deal of anxiety. The placement of new clerical positions in the plant and arising in new systems being installed, is also a great concern.

There is hope and optimism that the new "RBO" Program will be a solution to many of the past problems, both in the human relations and plant productivity areas. However, at this point in time, it seems that things have changed very little for the smaller unions. Positive progress towards better relations between the Company and the large Local has been made, and we do realize that a process like the "RBO" does not happen overnight. We remain optimistic that our Local, along with the other smaller Locals, will receive some of the benefits of the "RBO" Process in the near future.

The majority of our members who elected to enroll in the Canadian Steel Trade and Employment Congress (CSTEC) Study Program have done very well and most will graduate this year.

To those members who chose to take their severance package, the executive and membership wish them happiness and success in their future endeavors.

In conclusion we must, as in years past, hope for better things in the year ahead and continue to make every effort to ensure that this new mill is a success. There won't be any more!

To all of our brothers and sisters and coworkers, we wish you a prosperous and Happy New Year.

Executive of Local 6537
Bob Crane - President

LOCAL 1675 - C.U.P.E. Security

1990 was a very busy year for the Security Department with the modernization and all, but a very rewarding one in such ways as the positive feedback, not only from our immediate supervisors, but also the outside construction firms such as "Tippins". This is something that has rarely happened in the previous years. Things like this really help to boost morale and increase interest and efficiency of our workers.

We are involved in the R.B.O. Process and some of our members are on various committees. This is a very positive change where as we have always "sat on the fringe". We need commitment of all employees in all jobs to secure our future at Sydney Steel.

On behalf of Local 1675, I would like to extend best wishes to each and every employee of Sydney Steel and their families.

Roy MacDougall
President
Local 1675 "CUPE"

LOCAL 1064 U.S.W.A.

In April of 1987 the union executive was notified by the then president, Ernie Boutilier, that the final plan for a new steelmaking facility was to be presented to the Treasury Board (Province of Nova Scotia). The new mill to generate a profit of $18 million after modernization.

In September of 1987, we held meetings with people from Tippins Incorporated, who had the contract to complete the entire package by September 1989. (A turn key contract).

Here it is, December 1990, still not in a profit situation. The Steelshop is running at around sixty-five to seventy-five percent capacity, but is still having problems with maintenance and who is responsible for equipment failures. (Cost).

The Universal Mill is much the same as far as maintenance and equipment failure but only running at thirty percent capacity causing a stock pileup of blooms from the steel shop. At present, things are not as they were forecast two years ago. However, in talking to people throughout the steel industry, they say it will take at least two (2) years to get all the bugs worked out of a new plant the size of ours. We are also told the equipment is "State of the Art" and when operating should compete with any mill in North America.

On the optimistic side, the potential of this mill is unbelievable, especially if Algoma drops from the rail business. We will become one of only three rail producers in North America. The steel production in Canada is predicted to change dramatically over the next couple of years. With new technology, the trend is away from fully integrated iron and steel production and into more efficient mini mills. This could put Sysco in an ideal situation for diversification.

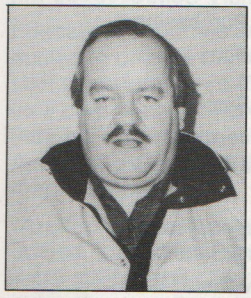
The RBO process now in effect is designed for better labour relations between Company and Union supplying more information to members on all facets of the operation, making people more conscious of quality and production and giving the workers more input in decision making, generating a sense of satisfaction and accomplishment and not being looked at as only a check number.

The CSTEC Program is going quite well with over four hundred people receiving training. Those who haven't decided on training should contact the Job Shop no later than March 31, 1991.

We have to forget about the Tippins mistakes, Sysco's excuses and other nasty rumours. The success of this plant depends on more input by the workers. With a little luck and hard work by everyone involved, the goal for 1991 is to see Sysco in a break even or better still, a profit situation.

Bill McNeil
President
Local 1064

WORKS MANAGER'S MESSAGE



It seems like only yesterday that we charged our first heat in our new electric furnace. Twelve months later, we've made over 1200 heats and rolled over 100,000 tons in our new Universal Mill.

1990 for Sysco has been one of hard work, frustration, dramatic change, and worry about our future.

Finally, the month of December is starting to bear fruit. The Universal Mill has shown a much improved yield and weekly tonnages of 4500 tons/wk.

December has also marked the production of our first 13" x 17" bloom from the Caster for production of some trial heats of 8" x 8" blooms for Sidbec-Dosco.

Customer after customer has complimented us on our "State of the Art" equipment and the quality of the product we are delivering. We have to continue to improve our relationship with our customers. Making sure we have "on time" deliveries and continue to improve our attitude towards quality.

One common complaint from our customers is that our housekeeping (in Steelmaking especially) is not very good and in general, the impression that gives to customers is that if we're sloppy in the tidiness of our work areas, then we'll be sloppy in our quality practices. So our New Year's resolution is to do a better job in keeping the place neat and tidy, with emphasis on not making a mess in the first place rather than emphasis on cleaning it up later.

We have a tough job to do over the next 3 months to bring our costs down, so that we can pay our own way by our fiscal year end March 31/91. We have to be able to compete internationally, which in short means we have to do everything as good or better than our competition; we have to let go of some of our traditional inefficient practices and all understand that the only way to stabilize and guarantee our jobs and future is by becoming very cost competitive. We have to work hard on our four main cost areas:-

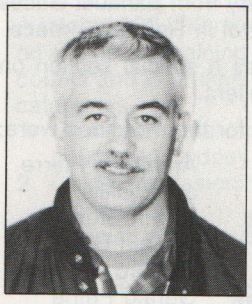
(1) Improve Universal Mill yield
(2) Increase Volume (production per shift) Steelmaking & U-Mill
(3) Lower repair costs (more preventive maintenance)
(4) Lower manhours per ton (by bringing our payroll back to our predicted standard and by increasing tons).

To summarize, I don't think there is any question that we can get the new plant to perform as we said it would. The **only** question is not "if we can" it is "when we can." We have to show substantial improvement over the next 3 months. Let's build on what has been happening in December, so we can breathe easier in the Spring.

Enough preaching! I would like to take this opportunity to wish all my co-workers and their families all the best in 1991.

Rick MacInnis
Works Manager

LOCAL 6516 U.S.W.A. METALLURGICAL



1990 has been a year which has seen a lot of changes introduced into Sysco's steelmaking process. The electric arc furnace and universal mill changed a number of our union jobs by eliminating some and creating new ones. It was also the reduction in employment figures which caused the greatest concern. This could see a fifty percent loss in our members.

6516 union members made very good use of the CSTEC Program by a dozen people obtaining their government license in industrial ultrasonics and others taking various courses at the AVTC or U.C.C.B.

Two senior employees retired with full pension benefits and three others took early retirement.

There still remains work to be done on our C.W.S. and job promotion sequence, hopefully resulting in a more adjusted workforce in terms of job training and placement.

The implementation of the R.B.O. process in dealing with union-management matters was a much needed thing. Union representation has consisted mostly of executive officers but in order to be truly successful it will have to involve workers from all levels and unions.

Personally I believe we have the workforce and equipment to be a first class rail producer. However, it's going to take time in regards to becoming competent in use of new equipment and skill learning, which equipment works well, and best placement of management resources. When we see top quality rails being consistently produced it will be necessary to diversify into other areas.

In closing I would like to extend best wishes for the New Year to 6516 union members and all Sysco employees.

Thank you.
Gary Kennedy
President Local 6516

SYSCO SUPERVISORS ASSOCIATION

The newly elected Executive of the Sysco Supervisors Association that were elected at the last meeting held on December 10, 1990 at the Cape Bretoner Motel are as follows:

Murray Fewer - President
Cecil Ash - 1st Vice President
Rod MacArthur - Secretary
John Martell - Treasurer
Dave Burke - 2nd Vice President
John Camus - Social Committee Chairman
Roy Bennett - Membership Committee Chairman

Regular meetings are held on the second Monday of each month at 7:30 p.m. Since the Vista Motel has gone out of business, a new meeting place will be arranged. Negotiations are now being made to possibly have the meetings held at the Steelworkers and Pensioners Hall on Inglis Street. Notices will be posted in all departments with regard to the next meeting place in January.

BUSINESS COMPUTER SYSTEMS AT SYSCO

For at least fifty years, this Corporation has had some form of automated data processing and in 1972 the first real computer was purchased. If was a used IBM 360 Model 30 and was replaced in 1984 with a Hewlett Packard 3000 Model 44. Since 1984 we have gone through many upgrades leading to the eventual replacement in 1989 by a Hewlett Packard 3000 Model 935.

Joe Reid - MIS Dept.

Some interesting comparisons -	1983	1990
1. Characters of memory	64 thousand	64 million
2. Characters of disk storage	33 million	2.5 billion
3. Printers	1	13
4. Terminals	0	75
5. Characters per inch of tape	800	6240
6. Number of concurrent users	1	1 to 100
7. Number of Computer programs	600	1400
8. Physical size	Large	Small
9. MIS staff	12	6

The original computer was adequate for payrolls and accounting applications, but the development of on-line systems with terminals throughout the Plant required the new technology we have today. The current computer may appear to be doing many things at the same time, but it is actually sharing the time among all the users. This time-sharing is so efficient that it is not usually noticed unless the computer is very busy.

Most of the jobs run on the old computer system are still done today on the latest model. The staff working with payrolls and many of the accounting applications have not really benefited from the new technology, but we usually spend about 35% of our time making improvements to the old systems. During the past six years we were able to develop new on-line systems in many other areas of the Plant.

NEW ON-LINE SYSTEMS

1. Steelmaking -
Raw Materials Inventory
Scrap Inventory Control
Preventive Maintenance System

2. Metallurgical -
Test Certificate System

3. Commercial Services -
Requisition & Purchase Order System
Warehouse Inventory Control
Control of Scrap Purchasing

4. Industrial Relations -
Personnel System
Salary Overtime System

5. Production Recording -
Rail Finishing Mill Production

6. Training -
Information Storage System
Job Shop Training Schedules

7. Electrical & Mechanical -
Job Order System
Drawing Indexing System
Electrical Motor Data
Plant Maintenance System

8. Administration -
Sales Invoicing
Savings Bonds
Accounts Payable
Code of Accounts
Cost Reports
Car Pass System

For many Sysco employees the last few years have been their first experience with computers and we have had some interesting times. As usual everyone learned and adapted and we now have many employees who feel quite comfortable with the new technology. We still have some experienced staff able to develop new on-line systems, but because of staff reductions we do not have the time. The next few years will be spent trying to maintain current computer systems and hopefully, some day we will be able to assist other departments by implementing more new on-line systems.

FERA COMBUSTION WORKSHOP

On Sept. 21 & 22, 1990 Bloom Engineering Company, Inc. presented a "Fera Combustion Workshop" at Sysco's Training Centre. The instructor for the course was Mr. Lee Green and the presentation was built upon Bloom's ten part reheat furnace operator training program which covered the following topics:

1. Energy Efficiency in Reheat Furnaces
2. Combustion and Chemical Reactions
3. Ideal Air/Fuel Ratio
4. Heat Transfer and Rate of Heat Movement
5. The Basic Furnace
6. Basic Reheat Furnace Operation
7. Furnace Pressure and Furnace Openings
8. Insulation of Skids and Support Systems
9. Heat Recovery from Exhaust Gases
10. Quality Control in Reheat Furnace

Also covered was a special section on Controls and Boilers.

The participants for the workshop were:

Greg Floyd	Archibald Pierre
Joe Gale	John Gillis
Clarence Barrett	Edwin Stewart
Duncan Brown	Donald Bishop
George Green	Edward Penny
Howard MacPhee	Gerald Petrie
Robert Crane	John D'Orsay
Donald Power	Keith Libbey
John Bonaparte	Francis MacMullin
Robert Rudderham	Wallace Casey
Alexander MacInnis	Blair George
Gerald MacKinnon	Blaine Jessome
Bernie Hawco	James MacDonald

R.B.O. UPDATE

Much progress is being accomplished in the on-going R.B.O. process.

To date various educational sessions have been implemented for both Union & Management personnel which include courses to provide training so that both Union and Management have a sound understanding of the Collective Agreements, including an introduction and explanation of what R.B.O. is, by Dr. John Strasser and Local 1064 President, Bill MacNeil.

This session which has recently been introduced is being jointly conducted by Mr. Doug Ross (Management) and Mr. Ben O'Neil, (Local 1064). Many favorable comments have been received by both parties upon completion of this course and the course will continue until all levels of plant staff and employees have had an opportunity to be educated in the collective agreement area.

Courses are also being conducted in Statistical Process Control to improve Quality and Productivity, again with participants from Union and Management attending. This session conducted by Olga Delvecchio, from an Ontario based company, "The Quality and Productivity Im-

provement Group", "Steltech", promises to play a key role in maintaining a quality product which includes participation of all plant staff.

The implementation of a Loss Control Program and the education of employees in this area has had much success to date with employees from Union and Management receiving certificates in Loss Control Leadership.

Educational courses are also being conducted to provide training to supervisory staff to perform more effectively, improve their communication skills, and up-grade their personal skills, with the objective of developing a more professional management group.

Up-grading courses are also being conducted to upgrade union and management staff in the Clerical and Technical area. Courses have been completed in Word Perfect Courses at Cape Breton Computer Tutor and diplomas have been received in a 90 hour computer typing course held at Cape Breton Computer Training Consultants.

Participation by all Plant employees is an essential element in the on-going success of the R.B.O. process. It is hoped that all levels of plant staff be involved and educated in order to improve our relationship and our product.

Participation on joint committee's in solving goals according to the agenda set down by the R.B.O. process is imperative to its' success.

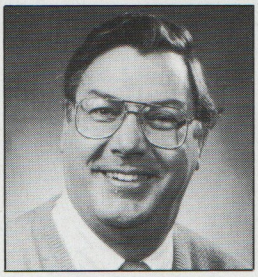
Participation by all employees in Joint Key Indicator Meetings to be held in the various departments, 1) Steelmaking, 2) Rolling Mills, 3) Finishing Mill, 4) Mechanical/Electrical, 5) Transportation is very important to the input required to share information in order to improve working conditions and procedures and to apprise everyone of Departmental and overall plant performance against established budgets.

The sharing of information and input from all levels of plant staff is very important to the R.B.O. process. In response to this a series of graphs have been developed which will be available to all plant employees to view and ask questions.

Topics including Absenteeism, Safety, Steelmaking Performance, Universal Mill Performance, Rail Finishing Mill Performance, Manhours per ton of both liquid and finished steel, E.A.F. material Variance, Energy per net ton of liquid steel and operating variances per ton of liquid steel and per ton of finished rail will be available.

In the up coming months more and more involvement from all employee levels will be required to help make the R.B.O. process function more effectively. Participation and input are key factors in this process and it is hoped that as many people as possible become involved by participating in the R.B.O. process and sharing information in your Department meetings.

TRAINING



Don Coleman, Training Dept.

The key ingredient to the successful operation of any plant is a well trained work force. To ensure our employees received the best training available, the corporation established the current training department in 1988. Tippins and Sysco joined forces and over a period of several months developed a training program consisting of 55 courses for Universal Mill employees and 85 courses for those employees assigned to the Steelmaking Shop. In addition to this Sysco arranged an additional 75 courses for employees working in all areas of the plant. The total budget established to successfully complete these courses and programs was $5,000,000.

A total of 220,000 manhours was charged against the training and monitoring accounts and is broken down into 9 major categories.

1. Classroom and on the job training in Sydney	29,400
2. Cold commissioning and monitoring	28,100
3. Training at various European steel mills	11,400
4. Training in the U.S.A. at Tippins Facilities, etc.	10,900
5. Training in Canada, other than at Sysco	2,500
6. Technology training at U.C.C.B.	63,400
7. Hot commissioning and monitoring	21,300
8. Technical, Managerial, and Misc. Union training	21,300
9. Projected training hours to completion of project	34,600
	220,000

A further breakdown shows that 38% of the hours was charged to the Universal Mill, 45% to the Steelshop and 17% to all other departments; 80% were union employees and 20% salary.

A breakdown of the $5,000,000. is as follows: Wages account for $3,600,000., Travel $850,000., Course fees $475,000., and miscellaneous expenses $50,000.

A total of $4,500,000. of the $5,000,000. budget has been spent with the remaining $500,000. committed to various training programs over the next six months.

Special thanks is extended to those employees who spent long periods of time away from their homes while learning the Level 1 and Level 2 technology, these programs took from six to eleven months to complete. The employees involved were Gary Cann, Bruce Barrett, George Tyrrell, Joel MacLean, Ron McEwan, and Wally Casey.

Congratulations are extended to Colin Waye and Jim Poirier for successfully completing the electronic technology program at UCCB. Seven other employees will be finishing their technology training at UCCB in the spring of 1991, they are Francis Gillis, Arnold MacLeod, Larry Wall, John Holland, Gerald Campbell, Leonard Chiasson, and Gerald Yurczyszyn.

A total of 137 employees received training at various facilities outside the province.

France	23
West Germany	54
Italy	3
Switzerland	3
Ireland	3
United States	35
Canada	16

Sysco had made arrangements to video tape all training sessions conducted in Sydney and copies have been distributed to the Universal Mill and the Steel Shop. They also have copies of the training manuals and employees requiring the videos and manuals can make the necessary arrangements with the appropriate department manager.

A number of the goals listed under the R.B.O. process involve the training of both union and salary personnel. Some of these training programs have now been identified while others are still being investigated.

Some of the training programs that were started this fall and will continue through the upcoming year are: Labour Relations, Loss Control, New Foreman Indoctrination, Metallurgy, Foreman Entrance, Management 1 and Management II. Some of these courses will be taught at Sysco by our own employees, others will be conducted by outside training agencies and the rest will be conducted at UCCB.

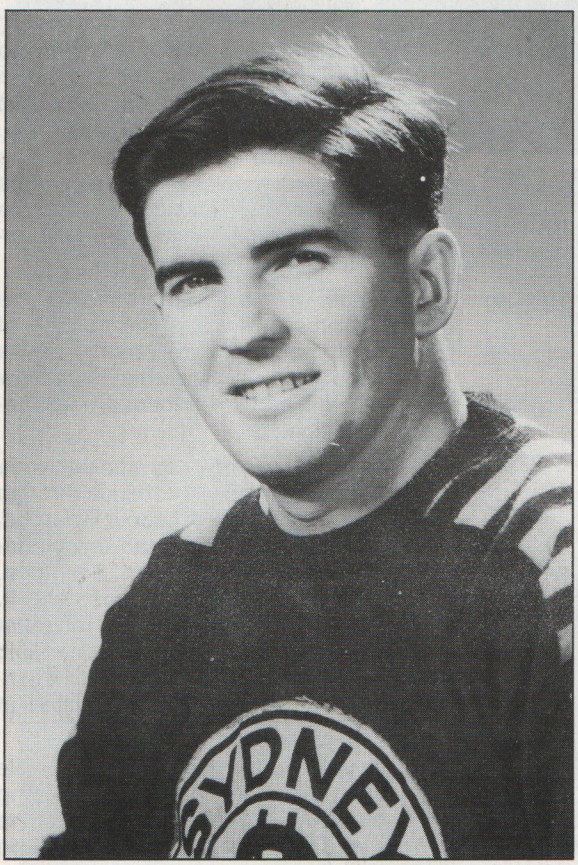
Employees requesting assistance while taking training courses or in developing or setting up courses should contact the Training Department at local 2291 and 7967; we may be able to help you.

Hockey Cape

Cyril Hunt - Steelmaking

Goalie Gary Sturgess - Mechanical Department

Goalie Albert Rhymes - Metallurgical Dept.



Duke MacDonald - Electrical Department

Goalie Greg Floyd - Electrical Department

A dictionary definition of the word passion reads thus - "ardent affection - LOVE" - which is a very good description of the way Cape Bretoners feel about the sport of hockey. "Hot Stove" discussions have been part of the workday for generations of steelworkers, but employees have done more than just "talk hockey". In the golden years of senior hockey many potential pro hockey players split their stay here between showing off their playing talents on the ice and working at the steel plant, many making more money in their dual role here than some NHL players. In some cases imported hockey players made their permanent home in Cape Breton, raising their families here and making significant contributions to the C.B. community.

However, not all the talent was imported. Local players made major contributions in senior hockey circles. For the defense Duke MacDonald was known as a tough, hard working defenseman who kept opposing forwards on their toes, Tom Kauffman also patrolled the blue line for many years playing with or against speedy forwards like Cy Hunt and Jack Coffin. Goaltending was a popular position for steelplant employees, John "Miggets" Madinsky, Rod McMullin, Albert Rhymes, Gary Sturgess all guarded goal for many teams over the years, and Greg Floyd no doubt could tell a few stories of the days when he was back-up for the legendary Nick Pidsodney.

While many steelworkers were playing hockey others contributed to the sport by being "on ice" officials. Mike MacNeil, Sheldon Andrews and Dan McDonald were the men in the black and white stripes and currently John Pierre, son of Archie Pierre, is a linesman with the American Hockey League.

Not all the involvement with the sport of hockey took place on the ice. Your writer has spent forty years timing penalties, keeping stats, training referees and most recently as a member of the C.B. Oilers Booster Club. My early training took place under the tutoring of the late Ernie Moore (Chief timekeeper) and Fabian McAdam (accounting department) two gentlemen who took pride in keeping the "off ice" part of the game running smoothly. Bud McQueen a member of the secureity staff also was the man behind the clock for many years.

Hockey today is more of a business than it is a sport, but back when players played

Breton Style

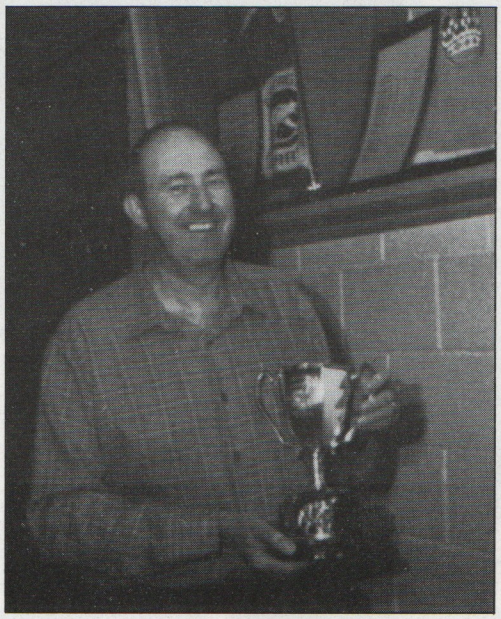
for the pure love of the game, steelworkers skating on natural ice in the old Arena rink were a force in local hockey. A battered old trophy in C200 sits quietly in the Kinsmen Hall of Fame. Circa 1928, it shows the championship team in the commercial hockey league as being BESCO, the grandfather of the SYSCO of today.

However, the name Sydney appears on a more famous trophy, none other than the hockey trophy of all trophies the venerable Stanley Cup. In the early years Lord Stanley's silver bowl was a challenge cup, with both winner and loser having their name inscribed on the grand old prize (we lost). More than one Cape Bretoner has won a "sucker bet" from some unsuspecting "Upper Canadian" hockey fan by telling them that Sydney has a prominent spot on the cup, literally engraved on a piece of hockey immortality.

Hockey has been, is now, and will probably always be the number one sport in Cape Breton. Try picking your way through the great crowds at the C.B. Oiler games. Steelworkers past and present and their families are found everywhere, enjoying the sport which has been our passion for generations.

Hats off to steelmen and their families who are contributing to hockey "C.B. Style" and to the hundreds over the years who have donated their time and talents to our national pastime. To those who still "don the blades" for the sheer love of playing hockey we admire you and share your love for hockey. If we have overlooked anyone please accept our apologies.

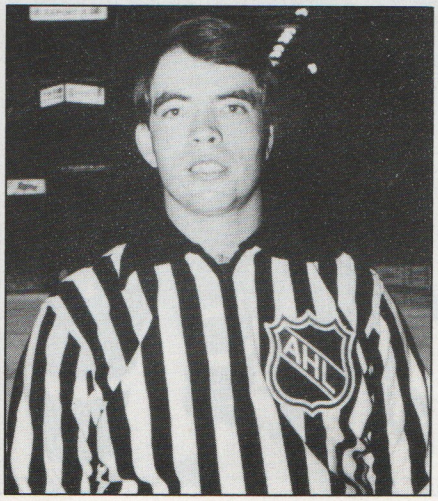
Fabian Smith



Fabian Smith - Trophy Circa 1928, Centre 200 Background

Goalie John Madinsky - Electrical Dept.

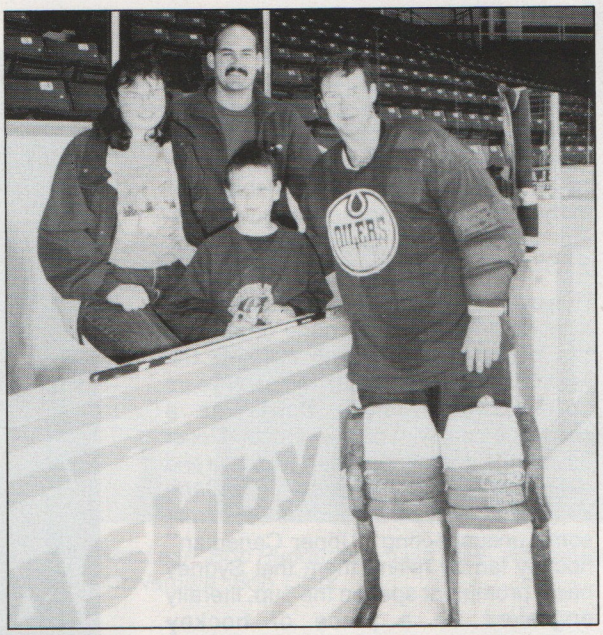
Tom Kauffman (left) - Sydney Millionaires Old Timers - Universal Mill and Jack Coffin (right) Commercial Services

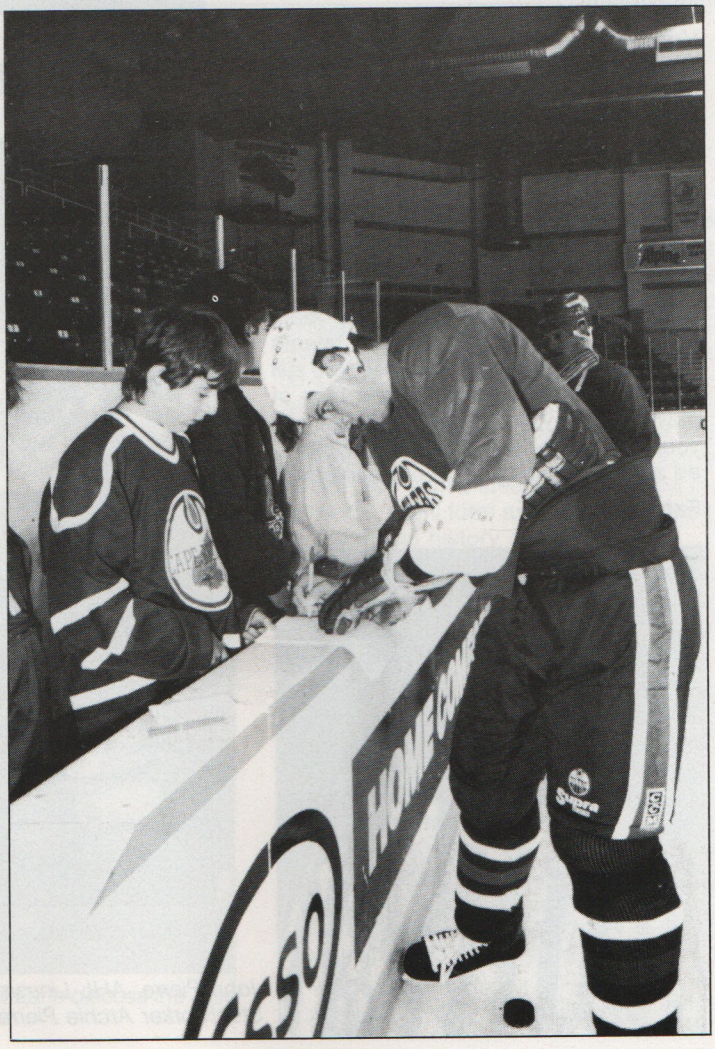


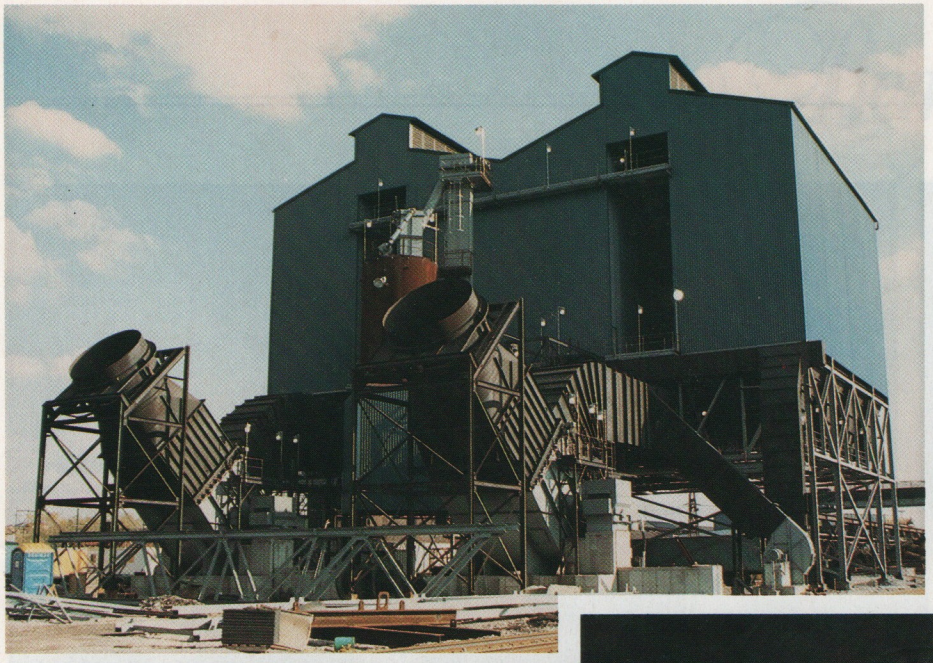
John Pierre, AHL Linesman - Son of Steelworker Archie Pierre

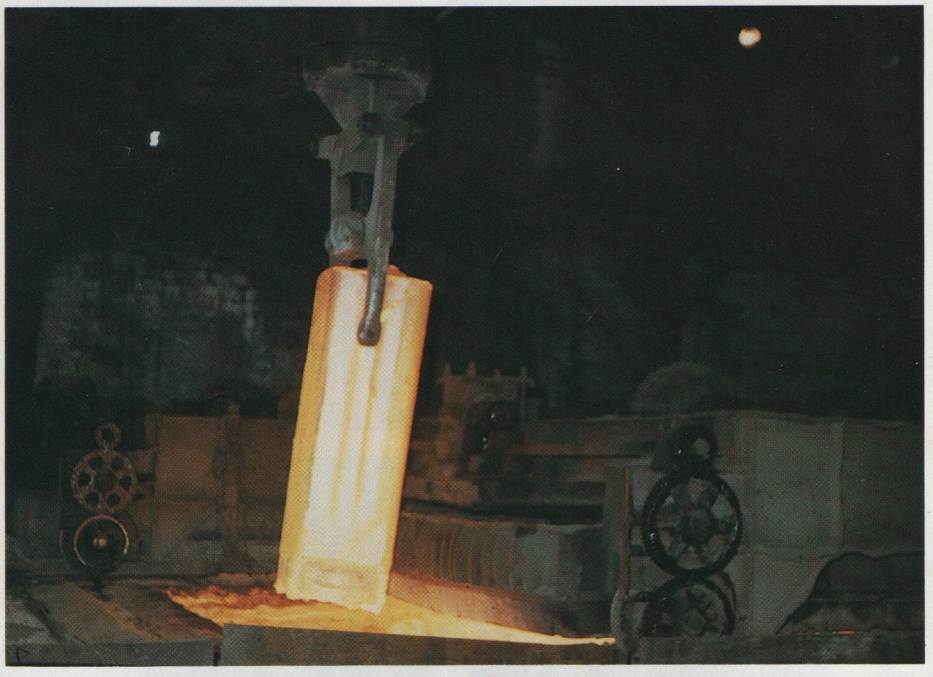
Sysco Meets The Oilers

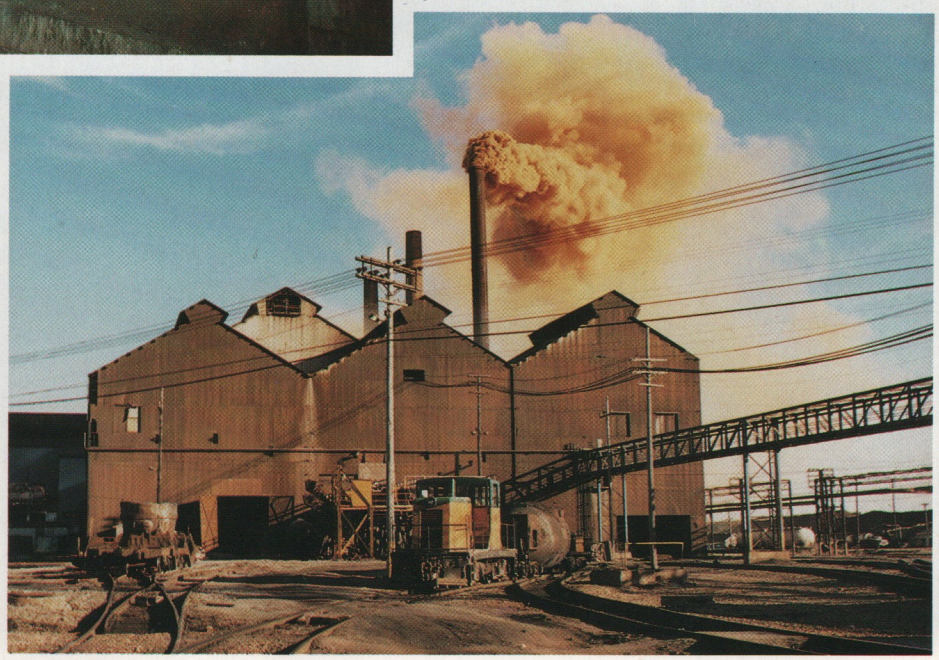
On November 22, 1990 some Sysco employees and their families had an opportunity to visit Centre 200 and watch the Cape Breton Oilers in a practice session. Following the practice the employees and their families were able to meet some of the team members and the children obtained autographs. Special thanks are extended to: Oilers Hockey Team, Dave Andrews, Don MacAdam, Norm Ferguson, Frank Burke - Centre 200 Security, John Pierre, Fabian Smith, Sysco employees and their families. A special thank you is extended to Paul Leterte (Junior) for assisting our very capable newsletter photographer, Joe McMullin, who was instrumental in organizing this event.





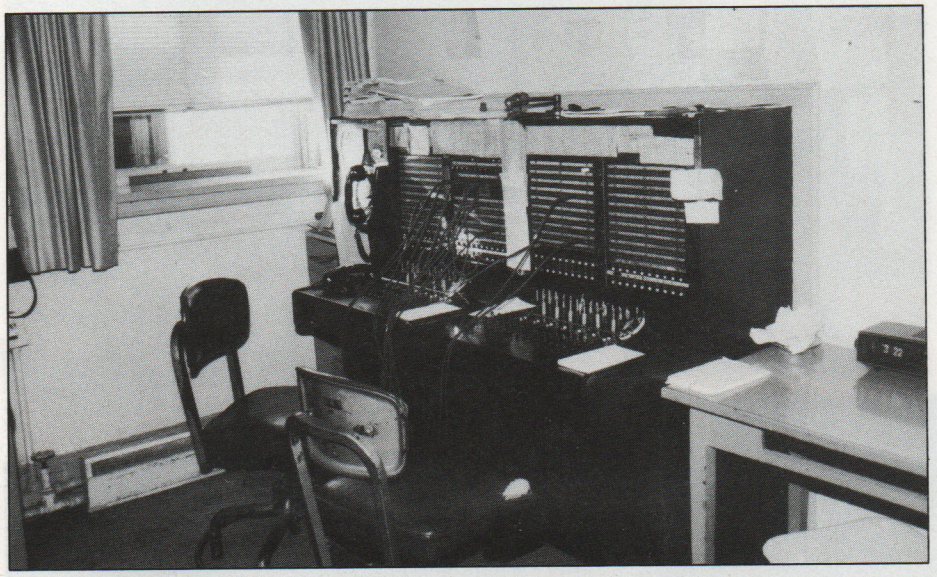






PHOTOS BY JOE MCMULLIN

Remembering The



by Harvey MacLeod

It was built of stone and brick and mortar, in the style of the day. Large. Imposing. Austere. It was completed around 1912, as a replacement for a similar structure lost to fire. It was built for use by general office and executive office employees of Dominion Iron and Steel Limited, but in time, after the interests of the local coal and steel companies were joined, it housed office and management personnel for the steel company, the Dominion Coal Company Limited and personnel common to both, employed by the parent company - Dominion Steel and Coal Corporation Limited - better known as Dosco.

Gradually the coal personnel were transferred from the building, with the last ones leaving in 1964.

With the Company yet are a number of office employees who began their working careers in the late 1940's and early 1950's. They can tell stories about the building that we can't put in print. Not just yet, anyway.

The building served long and well. In the 1950's when as many as 5000 were on the steel plant payroll, more than 300 people were employed in the General Office.

Can you imagine an elevator operator? There was one. How about a mail room with five employees, including mail boys who travelled the plant on bicycles? Would you believe chauffers? Not one, but three. A cadillac for the Vice-President of Steel? And one for the Coal Vice-President?

And how about pay days? Payroll clerks made up pays for thousands of steelworkers under the watchful eyes of "Watch and Gate" personnel. Lineups led off from the General Office in all direc-

General Office

tions, as hundreds of men presented themselves to the pay windows, showed their brass check numbers and received cash payments.

It was a place where time was logged, payrolls made up, records kept, accounts billed and collected, letters typed, correspondence filed, operating and maintenance decisions made, engineering plans laid and policies determined and communicated. But it was more than that. It was people of all types. The Good, The Bad and, yes, The Ugly.

The building may have had a sombre, even sober appearance. Many of the inhabitants didn't, however. The cast of characters found in the office in the 1940's and 1950's would make the people found in the TV "sit-coms", Cheers and Night Court, look like people attending a Quaker prayer meeting. Remember Fats? Boston Jim? The Jeep? Joan F. (complete with gin bottle tucked in her purse)? Baxter? Tony Bruno? Dickie?

And in recent memory, how about R.B.? or the Colonel?

Would you believe sunbathing on the roof at lunch time? More than one adventuresome gal could be found there during some of the warmer, sunnier days forty years ago.

Would you believe Long Johns hung out to dry in the Engineering Department? A venerable steam engineer was known to wash his woolies in the blue print tank on the top floor and hang them together with large woolen socks and his sneakers to dry while he carried out some office work. It's even rumoured that he occasionally would take his Saturday night bath in the blue print tub.

Who could forget "Traffic Jack"? After a late night at the Legion, this dapper old gent would arrive at least one-half hour late, enter through the furnance room, grab a waybill from a waste bin and rush upstairs, looking as busy as he could. The fact that he only fooled himself escaped him.

The building is gone. It stoutly resisted to the end. In fact, at least one machine used in the demolition work submitted before it did.

Gone! Plowed under and buried! But for the memories!

Paulette Ball - Accounts Payable

The Third Class Stationary Engineering Course was conducted by C.A.L.M. Education Consultants and was completed on July 27, 1990 after twelve weeks of instruction. The course was conducted on site at Sysco and prepared the nine employees to write Department of Labour exam.

L to R: Frank Frison, Lorne Quinn, John MacLean, Bob Rudderham, Dan Peori, Pat Hayes, Bob Crane, Michael Aucoin, Inst. Leo McNamara, Bob Clark.

STEEL PROJECT UPDATE

Skills Adjustment Study

SYSCO's greatest resource is its workforce. The skills of SYSCO's workforce have evolved over the years but the most dramatic changes have taken place during the past two years. With the full support of Sysco Management the Steel Project of the Beaton Institute (University College of Cape Breton) is currently researching these changes.

The "Skills Adjustment Study" is sponsored by Local 1064 of the United Steel Workers of America through a grant from Labour Canada.

Researchers Michael Earle and Diane Chisholm from the Steel Project have been interviewing Sysco steelworkers since the beginning of the year. The first phase of this study has been looking at the history of steelmaking at the plant and the continuity of skills and work traditions among the workers. This historical research has a double purpose: to prepare essential background for assessing current changes in the work process at Sysco, and to provide a way of preserving a picture of work as it was done in the past at the plant. This portion of the project is mostly completed, involving almost 100 retired steelworkers' taped interviews. It will form an important aspect of the social history of Sydney.

"Skills Adjustment Study" researchers Diane Chisholm and Michael Earle discuss the Steel Project with former steelworker John Murphy.

The second phase of the study aims to examine the changes in the work and the type of skills required at Sysco as a result of the modernization. Mainly through interviews with current Sysco employees, the study will look at the process of retraining workers to operate with the new technology at the plant.

The project has been going very well. The interviews with current workers are underway, with 100 interviews planned during the September - December period. The cooperation of SYSCO employees in this research is much appreciated by the Beaton Institute's Steel Project.

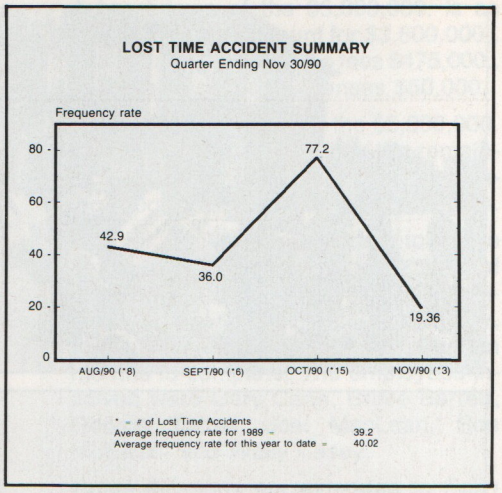
** Article submitted by Elizabeth Beaton*

LOSS CONTROL

Safety and Good Housekeeping Awards for September and October.

Safety Award for September '90
Metallurgical Department
L to R - Gary Kennedy, Terry Gushue, Perry Peddle.

Good Housekeeping Award for
September '90 Rail Finishing Mill
L to R - Butch Boutilier, Gary Vassallo, Joe Marchand and Don Hollohan.



ACCIDENT/ILLNESS REPORTING
Please make every effort to report all "Near Miss Accidents" to your supervisor and they may never have to be reported as an "Accident".

Good Housekeeping Award for
October '90 General Warehouse
L to R - Mike Almon, Walter Kelly, Terry Robertson and Mel Neville

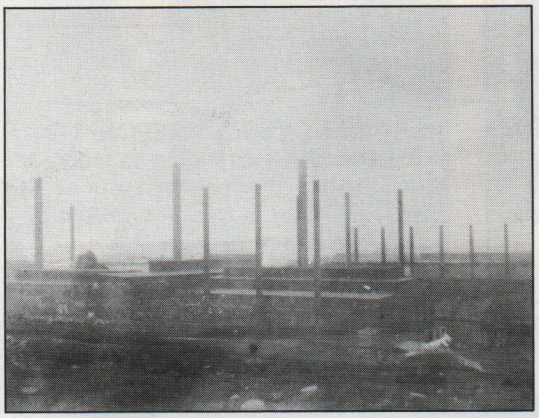
Safety Award for October '90
Universal Mill & Roll Shop
L to R - Malcolm Morrison, Dennis Ratchford, Jim MacNeil, Les Chiasson, George Wall, Edgar Morrison.

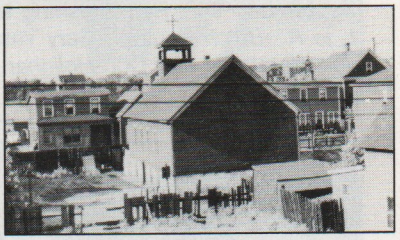
Gordie Edwards and Tony Sollazzo - Head Hardening Pulpit - R.F.M.

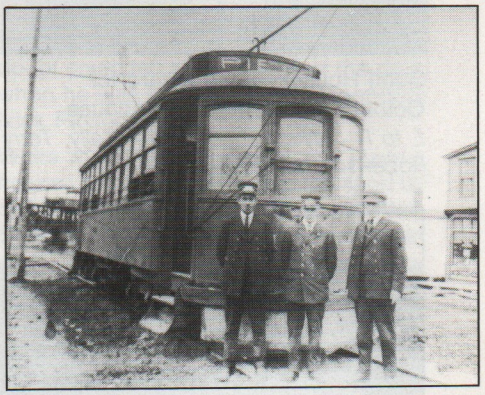
Donnie MacMillan (Metallurgical Department) performing a salt water corrosive test.

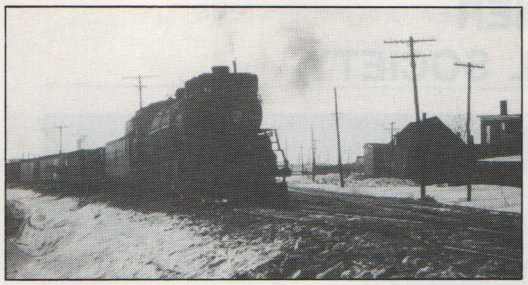
Let's have every job safely done in "91"

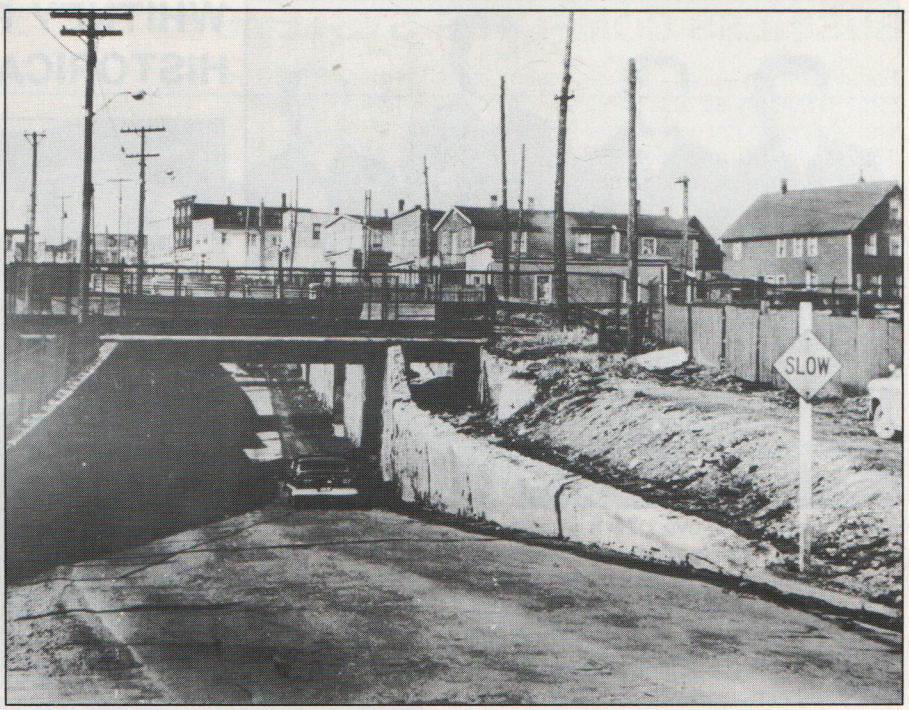
A Walk Down Memory Lane

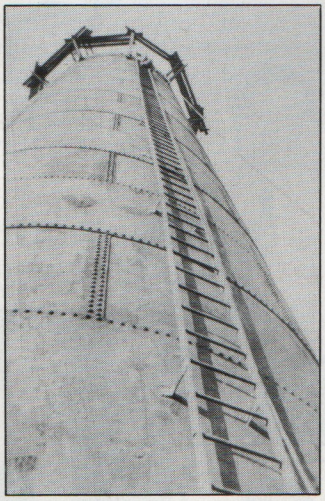


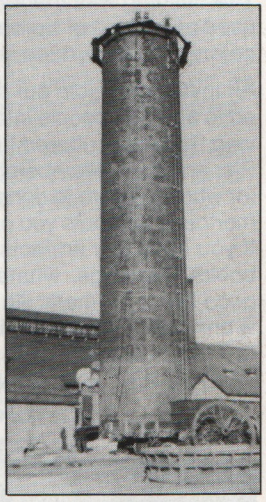












Special thanks are extended to the WHITNEY PIER HISTORICAL SOCIETY for providing these photographs for our annual edition of "Between the Rails".

WHITNEY PIER HISTORICAL SOCIETY

These pictures were taken from the archives of the WHITNEY PIER HISTORICAL SOCIETY MUSEUM which is located at 88 Mt. Pleasant (West) Street.

The building was the former Synagogue used as a place of worship for the Jewish community of Sydney and Whitney Pier.

An invitation to join our society is extended to all those people interested in preserving the multi cultured history of Whitney Pier and area. Membership dues of $5.00 (or what you care to donate) helps pay the mortgage and puts you on our mailing list. If you have any artifacts, pictures, scrap books, clippings, whatever, we have a good home for them. An application form is provided - Send your financial donation to Thelma Murphy - 1216 Victoria Road, Whitney Pier, N.S. B1N 1L4.

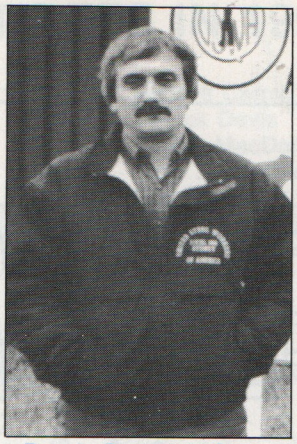
JOB SHOP

The Job Shop is now located in the former Police Boys Club on Inglis Street. The Job Shop is the home of the Sysco Cooperative Manpower Adjustment Committee (SCMAC), a joint Union-Management Committee set up as a result of our last contract negotiation. Members and staff of the Committee are as follows:

Don Coleman, Co-Chairman
Harvey MacLeod, Member
Jack Coffin, Member
Joe Legge, Counsellor
Mary Myers, Secretary
Bill MacNeil, Co-Chairman
Ron LeDue, Project Coordinator
Bill Graham, Member/Counsellor
Shane Gallant, Member
Jean Martin, Secretary

The Committee was set up to provide some options to individuals who are to be displaced because of the modernization program that is just about complete. The Committee has a mandate to provide services to any Sysco employees who are laid off because of the downsizing now under way. Some of the services offered are:

1. Funding to eligible individuals (Sept. 1, 1971, and upward for Local 1064. Eligibility may vary with other bargaining units.) for retraining or training options.
2. Funding for small business training.
3. Relocation assistance.
4. Interviewing and counselling services.



Ron LeDue, Job Shop

5. Training in Job Search Technique, etc.

The Committee started operation in June of 1988 and, over the last 2 years, we have been involved in many areas of training from Small Business Training to University Training. The choice of training is left up to the individual; all we ask is that the individual look at the employment opportunities available to him/her after training.

Some of our activities to date:

1. There are 967 people eligible for the program.
2. We interviewed 860 individuals.
3. We spoke with over half of the interviewees more than once.
4. 373 individuals have received training.
5. Twenty-three individuals have received funds for relocation.
6. Six individuals have received funds for Job Search.
7. We gather information on the needs of our people.
8. We set up courses, seminars, etc., which individuals may have an interest in; for example, small business training, stationary engineering training, etc.
9. We calculate that 93 people are working elsewhere.
10. With CSTEC people, we are working on a Job Bank that will tie into the Canadian Steel Industries

As it now stands, our project will begin to gear down on March 31, 1991; so if you have something you want to do and would like assistance, drop in to the Job Shop and let us know what you want to do before March 31, 1991. We can be contacted by phone at Extension 2387/2439.

The Job Shop would like to extend an invitation to all eligible individuals who may be interested in training, to all who are interested in upgrading their math and English skills, and to anyone who may be interested in obtaining their Grade XII equivalency, to contact the Job Shop. The next G.E.D. is scheduled to start on January 15, 1991.

In closing, we would like to extend a special thank-you to the Sydney Steel Corporation, Local 1064 U.S.W. of A., CSTEC, and all individuals involved in our project. To date, the cooperation of all involved has been excellent.

Ron LeDue
Project Coordinator

PENSIONERS CLUB ELECTS NEW EXECUTIVE

The new executive for the Steelworkers and Sydney Pensioners Club was recently elected — Patrick Wall, president; Grace Bonnar, first vice-president; Donald MacIsaac, second vice-president; Alfred Joyce, treasurer; Harry Muldoon, financial secretary; Lillian Gill, recording secretary; Leo Evans, corresponding secretary and Arthur LeBlanc, sergeant-at-arms.

Sydney Steelworkers and Pensions Club located at 30 Inglis Street in Sydney holds regular monthly meetings on the 2nd Tuesday of every month.

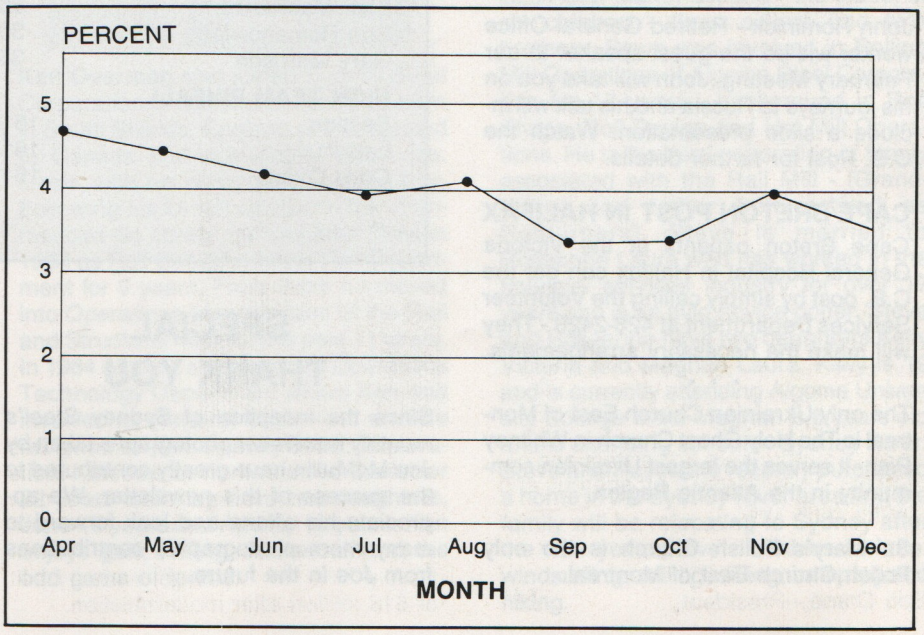
On the first and third Friday of every month there will be a Pensioners Dance from 9:00 p.m. - 1:00 a.m. Tickets available at door. Music provided by J.D. MacPherson.

Applications for membership are available at the Club or by mail:

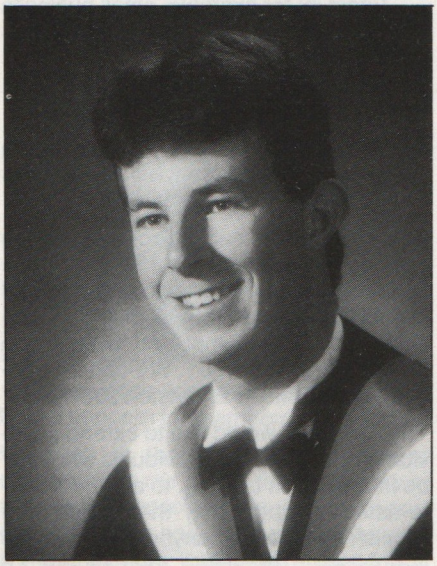
Sydney Steelworkers & Pensioners Club
30 Inglis St. Sydney, Nova Scotia
Phone 539-8000 / 562-9070

SYSCO TOTAL ABSENTEEISM

PER MONTH FOR 1990



Scrapbook



Joseph Sydney Anthony Walsh has accepted a job teaching English in Naf-paktos, Greece.

Joseph was a student of Sydney Academy, attended the University College of Cape Breton for two years and graduated with a Bachelor of Arts degree with an English Major from Saint Francis Xavier University this past May.

He is the son of Sydney (Og) and Mary Walsh.

Og recently retired from Sysco's Brick Department.

GUEST SPEAKER

WHITNEY PIER HISTORICAL SOCIETY

John Hominick - Retired General Office worker will be the guest speaker at our February Meeting. John will take you on his journeys to Russia and his talk will include a slide presentation. Watch the C.B. Post for further details.

CAPE BRETON POST IN HALIFAX

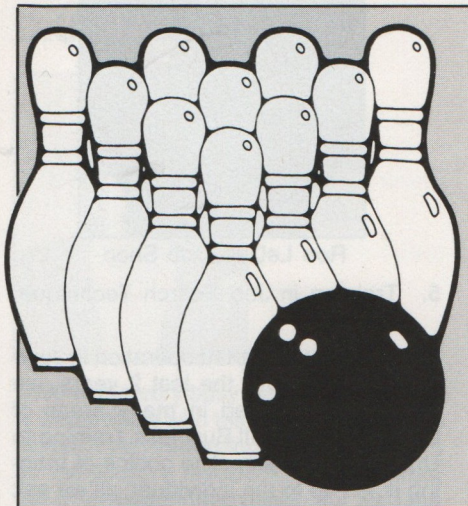
Cape Breton patients at the Victoria General Hospital in Halifax can get the C.B. post by simply calling the Volunteer Services Department at 428-2420 - They will make the necessary arrangements.

* * *

The only Ukrainian Church East of Montreal is The Holy Ghost Church in Whitney Pier - it serves the largest Ukrainian community in the Atlantic Region.

* * *

St. Mary's Polish Church is the only Polish Church East of Montreal.



Bowling

BOWLING FOR NOVEMBER

HIGH SINGLE

Mike Morykot	150
Rick Breen	150
Blair MacKenzie	146
Gary Morrison	143
Ed Champion	142
Howie Andrews	140

HIGH TEAM SINGLE

Coke Ovens	587
Section	580
Lab #1	565
Lab #2	555
Bloom Mill	539
Property	539

HIGH TRIPLE

Rick Breen	391
Howie Andrews	367
Mike Morykot	366
Blair MacKenzie	364
Bun Romanowiez	361
Gary Morrison	358

HIGH TEAM PINFALL

Section	1619
Lab #1	1613
Coke Ovens	1613

BOWLING FOR DECEMBER

HIGH SINGLE

Bob MacPherson	151
Colin MacLean	147
Mike Morykot	143
Ed Petruskavich	137
Howie Andrews	136
Greg Mills	135

HIGH AVERAGE

Rick Breen	119.7
Lou Shaheen	111.8
Mike Morykot	110.9
Howie Andrews	110.3
Don Porter	110.0

HIGH TRIPLE

Mike Morykot	390
Colin MacLean	380
Lou Shaheen	368
Rick Breen	353
Bob MacPherson	346
Howie Andrews	343

HIGH TEAM PINFALL

Lab #1	1608
Lab #2	1608

STANDINGS

1 - Lab #1
2 - Section
3 - Coke Ovens
4 - Lab #2

HIGH NO MARK

Bernie French	95

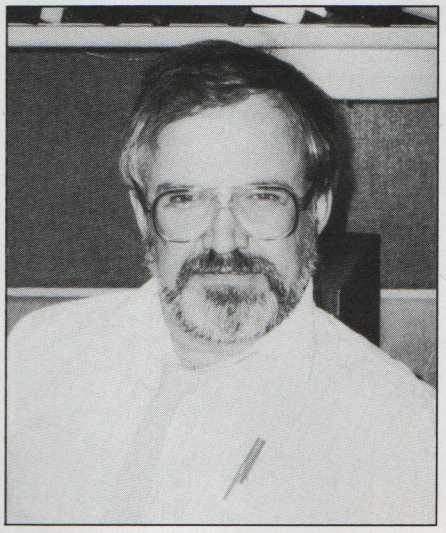
SPECIAL THANK YOU

Since the inception of Sydney Steel's monthly newsletter photographs taken by Joe McMullin have greatly contributed to the success of this newsletter. We appreciate his efforts and look forward to many more photographic contributions from Joe in the future.

DESIGN & PRINTING:
City Printers Ltd.

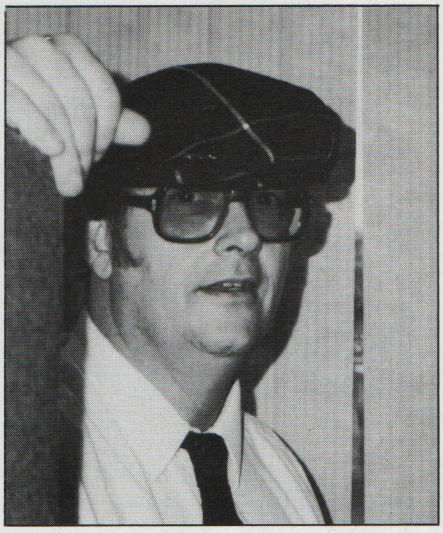
PHOTO CREDITS:
Joe McMullin
Yorke Barrington

"Do you feel Sydney Steel will be eventually privatized?"



"I believe that as long as the "Tories" remain in power, privatization is inevitable and could come at any time."
Donnie Flood, Buyer
U.S.W. of A - Local 6537

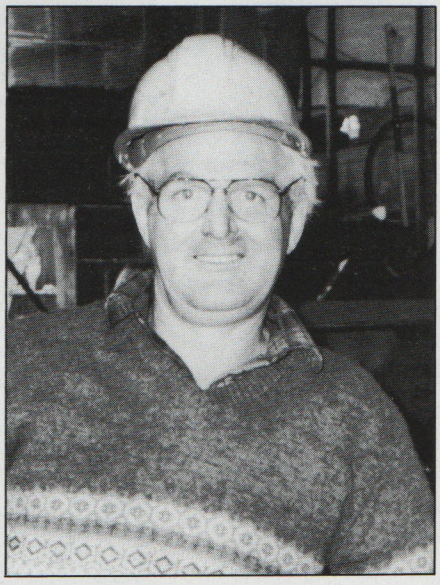
"I think it would be a mistake to privatize Sydney Steel. For many years the taxpayer has poured millions of dollars into this plant. I think if Sydney Steel would prosper they (the taxpayer) should be given a chance to get this investment returned."
Tom Cuddihy - Docks
Local 1064



"I don't know. It seems as if the Government is trying to sell Sysco, but after 26 years of ups and downs and sideways - I would hesitate to guess".
Charlie Stephen - Local 6537
Purchasing Department - Buyer

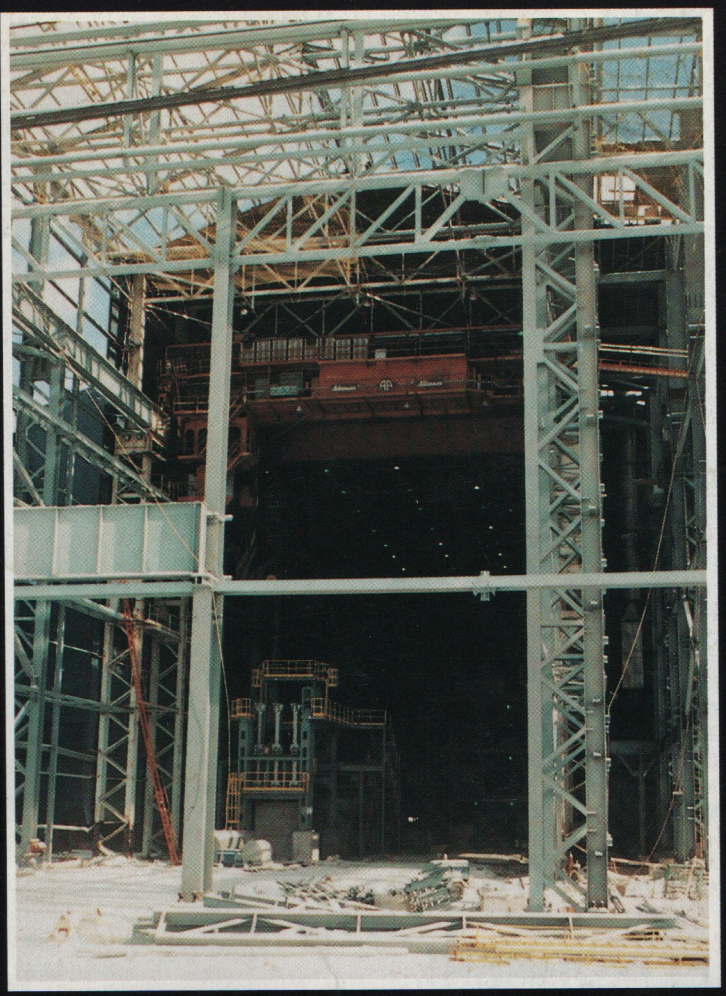
ASK A STEELWORKER!

"As the situation is at present time I would say 'no' but, once the mills start to produce a product profitably, no doubt the plant will be sold."
Bernard DeDieu - Local 1064
Welder



"I think that if it actually comes down to a privatization aspect, it would have to be done very carefully, and completely with one thing in mind **JOBS.**"
Donnie MacDonald - Local 1064
Boiler Shop

"I think privatization is inevitable, we may as well explore the possibility, but the Union should have a great amount of input."
Bill Savoy - Local 1064
Electrical Lineman



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COVER PHOTOS BY JOE MCMULLIN